

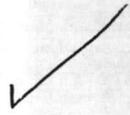
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16 Dec 1970

SECOND ENDORSEMENT on GenForm I Trans memo of 30 Nov 1970

From: Director of Civilian Personnel, Marine Corps Base, Camp
Lejeune, North Carolina
To: Base Maintenance Officer
Subj: Additional Pay; request for
Ref: (a) FPM Supplement 532-1

~~Dirty Work~~
~~High Work~~
High Work

1. Returned.
2. The request for additional pay for dirty work as described in subparagraph 1 b-e of the basic correspondence is approved. Reference (a) stipulates that employees working under the described conditions be paid at the rate of 7% of the 2nd step for WG-10 or \$1.16 per hour only for the time actually engaged in work under these extreme conditions.
3. The request for additional pay for high work as described in subparagraphs 1 d and e of the basic correspondence is approved. Reference (a) states that employees working under the described conditions be paid at the rate of 25% of the 2nd step for WG-10 or \$1.99 per hour only for the time actually engaged in such work.
4. An employee entitled to an environmental differential which is paid on an actual exposure basis shall be paid a minimum of one hour's differential for the exposure. For exposure beyond one hour, an employee should be paid in increments of one-quarter hour with 15 minutes and some increments of 15 minutes. For example, exposure of 1 hour and 20 minutes would entitle an employee to extra pay for one hour and 30 minutes. Whether the exposure is full time, on a regular recurring basis, or intermittent does not change entitlement.
5. The request for additional pay for working with toxic chemicals as described in subparagraph 1 f of the basic correspondence is approved. Reference (a) states that employees working under the described conditions be paid at the rate of 1/6 of the 2nd step for WG-10 or \$.16 for each hour in a pay status.
6. The request for additional pay for performing the work described in subparagraph 1 g is approved. This approval does not apply to firefighting outside of impact areas or buffer zones whether day or night. Reference (a) stipulates that employees working under the described conditions be paid at the rate of 3% of the 2nd step for WG-10 or \$.32 for each hour in a pay status.





Memorandum

DATE: 30 November 1970

FROM: General Foreman I Transportation

TO : Base Maintenance Officer
Via: {1} General Foreman II Ground Structures
{2} Superintendent II Public Works

SUBJ : Additional Pay; request for

1. It is requested that additional pay be approved for the below listed work situations when employees are performing this work (refer to enclosure 1) Supervisors that will approve this work on time cards are Foreman Leadingman Heavy Duty Equipment Mechanic and General Foreman I Transportation.

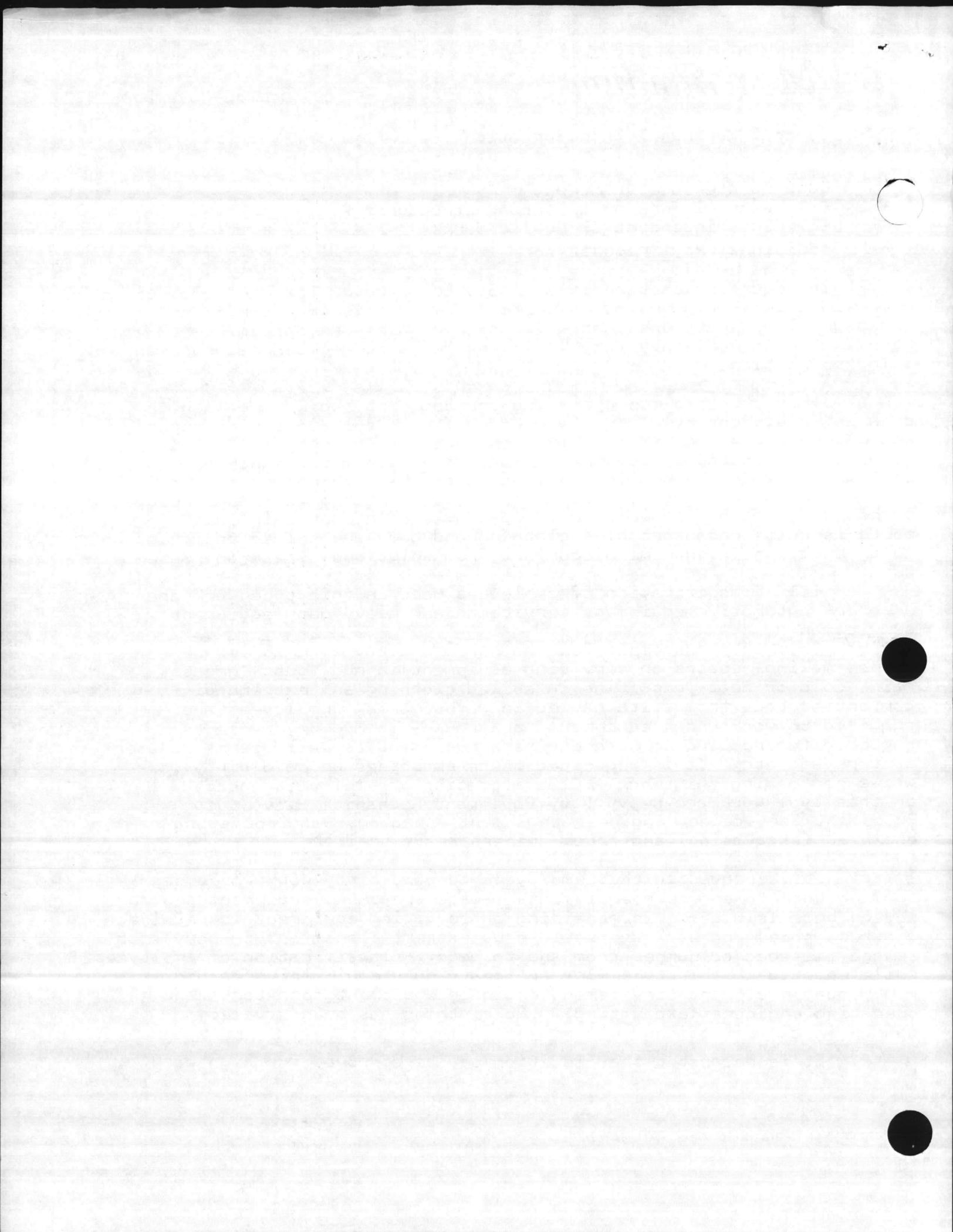
no situation shop, on basis employee used Equip. clean
a. This shop has employees who perform dirty work on wash rack cleaning equipment by using powdered or liquid solutions with steam and water. This work is performed on equipment before mechanical repairs or painting is required, plus preventive maintenance to equipment. While performing this work, clothes, shoes and etc. are soiled even though protective equipment is furnished to these employees. In hot weather or cold weather using gloves, of rubber rain suits or boots is quite uncomfortable; clothing and body are soiled from heat or cold resulting in extreme discomfort from solutions, steam and water used.

{1} Classification of employees used in this type work are laborer, automotive equipment serviceman and heavy duty equipment serviceman.

b. This shop has employees who perform dirty work at refuse pits, making repairs or servicing equipment in mud, dust, grease, rain, cold or heat, resulting in soiled clothing and extreme discomfort to body from filth hauled in refuse area. Employees are required to work under equipment, on ground, in mud or grease as required for repairs to such engineer equipment as bulldozers, scrapers, loaders and etc. It is requested these employees be paid dirty work while performing this work. Classification of employees engaged in this type work are Heavy Duty Equipment Mechanic, Heavy Duty Equipment Servicemen, Engineer equipment operators, and operating engineer {excavating} and truck drivers heavy trailer.

del app c. It is requested that employees be paid dirty work while performing work to engineer equipment, sewage treatment equipment around sewage beds {sludge}. In repairing or servicing equipment as required clothes, shoes and etc. are soiled plus extreme discomfort to body from sewage filtered or pumped from and to beds. Classification of employees while engaged in this type work are heavy duty equipment mechanic, heavy duty equipment serviceman, engineer equipment operators, and operating engineer {excavating}. No clothing has been provided or can be in all situations.

del d. It is requested that addition pay be approved for high work



Subj: Additional Pay request for

When employees are engaged in this type work. This shop has employees who perform work on overhead cranes and hoists at Buildings 45, 501, 502 and others as requested by work orders. When making repairs, adjustments, replacing cables and servicing, the heights varies from ground level to approximately 60 feet. Scaffolding is required, but in many instances, employees are required to climb ladders to and from cranes, work from catwalks, climb across rails and etc. where very little safety margin is provided. Close working area from this height is very dangerous where grease, dust or cable is involved. Classification of employees when performing these duties are heavy duty equipment mechanic, operating engineer {excavating}, welder and truck driver heavy trailer.

See
High Work
e. It is requested that additional pay be approved for employees while repairs, adjustments or servicing Intra-Coastal Waterway Bridge. This work is performed over water by using cables with basket to get from one end of bridge under structure to the other end, climbing ladders, catwalks or scaffolding as required and working from small barge or boat. There is constant danger of falling in water {especially in cold weather}, strong tides, winds, electric current, sand blowing or from grease. This work must be performed in all kinds of weather to keep bridge operating to maintain water and road traffic. Classification of employees when performing this duty are heavy duty equipment mechanics, heavy duty equipment serviceman, truck driver heavy trailer, bridge operators, engineer equipment operator, welder, laborer, operating engineer {excavating} electrician and electrician helper.

f. It is requested that addition pay be approved for employees when working with toxic chemicals. This shop has employees who perform work such as burying poisons or chemicals as requested by safety officer. This work as requested is in the dump area provided for burying such chemicals or poison. Drums have exploded, plus poisons get on clothes, shoes {with extreme discomfort to body} and equipment while burying this poison in dump. Some protective gear such as goggles, respirator are available as required. Classification of employees who perform this work are operating engineer {excavating}, engineer equipment operator and truck driver heavy trailer.

g. It is requested that additional pay be approved for working in range area where explosives, shells or incendiary materials are. Request for work is performed on ranges where explosives are called impact area, firing lines and etc. such as G10 impact, G5 and G7 impact, K ranges and etc. E.O.D. personnel are called in to sweep working areas but in many cases duds/^{not} found causing the equipment to roll out, strike or move such shells. Forest fire plows and tractors are also involved, more so at night, when fighting forest fires. Classification of employees who perform this work are engineer equipment operators, operating engineer {excavating}, truck driver heavy trailer, heavy duty equipment mechanic, heavy duty equipment serviceman, welder and truck driver heavy.

W. R. Terry
W. R. TERRY

